on the GREEN

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Special Assistant to the President (Advocacy) Jack Gannon (second from left) congratulates Dr. Harvey Corson on his new job as superintendent of the Kentucky School for the Deaf at a Sept. 21 farewell reception. Also pictured are MSSD science instructor Frederick Waldorf and MSSD Assistant Principal Angela Gilchrist.

Policy to guide faculty passes senate

Gallaudet's Faculty Senate has recommended the approval of a policy that will serve as a guide for the reassignment of tenured faculty and the displacement of nontenured faculty whose departments may be affected by the Vision Implementation Plan (VIP) that is now in progress.

The vote to accept the policy was made, with minor revisions, at a Sept. 26 special meeting of the senate. The policy will go before the University Faculty for a vote on Oct. 10.

The displacement/reassignment policy emphasizes the rights of individual departments to make their own decisions regarding work force changes, and a commitment to treat affected faculty members with "respect, dignity, and fairness." Further, it is stated, "The University remains mindful of its legal and contractual obligations to faculty as well as its commitment to cultural diversity."

The policy was drafted by two members of Committee A (Faculty Welfare), Ed Krest, who chairs the committee, and Marcia Bordman, with input from University Faculty officers and Gallaudet's administration. A similar policy prepared by the National Technical Institute for the Deaf, which held a similar review of

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Activities set for MSSD celebration

In May 1969, a dream became a promise when Gallaudet and the federal government formally agreed that the University would establish a school that would serve as a model in the education of deaf high school students across the nation.

The products of that promise—those who have been educated or played a role in the education process at the Model Secondary School for the Deaf over the past 25 years—will converge upon MSSD Oct. 6-8 to celebrate the school's history and its achievements.

As a sidebar to the event, the Postsecondary Enrichment Program (PEP), which was also a dream realized a decade ago, has planned an Oct. 7 reunion for its alumni, who will share in many of the activities planned for the MSSD celebration.

Planning for MSSD's quarter century anniversary festivities began last March with a program, a reception, the opening of a new photography exhibit, and a special luncheon for key people involved in establishing the school.

Catherine "Kitty" Fischer, who, along with Tim Frelich is co-coordinator of the celebration, also organized an exhibit, open since March 25, of documents, photographs, and other items that trace MSSD's history. It is hoped that the exhibit will officially open as the MSSD Museum next year. The University's Development Office is helping MSSD raise $20,000 to build walls to secure the exhibit.

MSSD has also launched a campaign to raise $5,000 for collecting and processing materials for the exhibit. Part of this effort has been a raffle that began in early June for a drawing that will take place during the reunion. The raffle offers five prizes, first prize being a hot air balloon trip for two, complete with champagne.

The following activities have been slated for MSSD's celebration:

Oct. 6

- Registration—Noon-9:30 p.m., MSSD
- Theatrical Performance—7:30 p.m., MSSD Auditorium, "Theatre Malz," performed by MSSD alumni who are now professional actors and MSSD students.
- Post-performance Party—10 p.m., Eagle Center

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Students Lymari Ramos (left) and Heather Plaster chat in the MSSD lobby, where, behind them, a big banner reminds visitors of the school's 25th anniversary.

Pre-College sees changes for '94-'95

Pre-College Programs has entered its 1994-95 academic year with a restructuring of faculty and staff in several areas, plus 15 new faculty and staff members at the Model Secondary School for the Deaf and Kendall Demonstration Elementary School.

In addition, in preparation for the current academic year, a variety of professional development workshops covering topics such as safety and legal issues, discipline, and strategies for working with Hispanic students and families were held during the summer. Also during the summer months, both the MSSD Student Handbook and Pre-College's Faculty Handbook were revised.

The personnel changes, training, and development of resource materials were made in response to goals set by Gallaudet President I. King Jordan and the Pre-College Management Team last spring. "I have asked the Pre-College Management Team to focus this year on improving student performance and minority achievement, providing students with exemplary support services, and offering opportunities for learning and developing outside of the classroom," explained Dr. Jordan.

Among the personnel who have changed their job responsibilities, Maryanne Royster, former special assistant to the vice president for Pre-College Programs, is now acting director of MSSD Student Services, an expanded Student Life unit that combines admissions, family education, counseling and development, residence education, athletics and recreation, and student development. Judy Berglund, former assistant to the vice president for Pre-College Programs, is now special assistant to the vice president for Pre-College Programs and has assumed responsibility for foreign language translations and interpreting.

In addition, Ricky Suiter, a former Student Development counselor at MSSD, is now acting assistant director of Student Life at MSSD; James Akridge, former coordinator of residence education at MSSD, has become MSSD's acting program supervisor for residence education; and Eric Bradshaw, supervisor of budget and personnel management at Pre-College, also oversees the Child Development Center. Marsha Morales, a former sign language specialist in Diagnostic and Support Services at KDES, has been named program supervisor at KDES.

MSSD welcomed six English instructors this fall, including one who specializes in bilingual education, two new guidance counselors, a math instructor, and a registered nurse and a managing editor for the *America Annals of the Deaf*. KDES added two Special Opportunities Program instructors. KDES and MSSD both hired Hispanic resource specialists. (*See related story, page 2.*)

A highlight to the revisions to the MSSD's Student Handbook was developing a more comprehensive Code of Conduct. The disciplinary process allows students to be placed in an Alternative Learning Center (ALC) as a possible consequence for "Class B" infractions. (According to the Student Handbook, an example of a Class B offense would be an unauthorized absence from campus.)

In the ALC, students who violate the Code of Conduct are separated from other students and placed temporarily in a highly structured educa-

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Francisca Rangel and Ernesto Ortega, Hispanic resource specialists in Pre-College Programs, discuss plans to celebrate National Hispanic Heritage Month.

Hispanic resource specialists named

Kendall Demonstration Elementary School and the Model Secondary School for the Deaf now have resource specialists to provide services to Hispanic students and their parents and to encourage cultural awareness at the Pre-College level. Both Francisca Rangel, the Hispanic resource specialist at KDES, and Ernesto Ortega, the Hispanic resource specialist at MSSD, bring personal and professional experience to their roles.

Already, a FIESTA (Fun, Identity, Education, Stories, Taste, and Art), is underway at KDES and continues through Oct. 14, in conjunction with national Hispanic Heritage Month Sept. 15 to Oct. 15. MSSD students also will be participating in various activities to commemorate the month.

Rangel, who is a Mexican American, came to KDES from Deaf REACH, Inc., in Washington, D.C., where she was a housing specialist/case manager. Before Deaf REACH, she spent two and a half years in Ecuador with the Peace Corps, where she worked with the schools and with deaf children and their parents.

"What I learned from the Peace Corps is that cultural sensitivity is very important," said Rangel, who was one of the first deaf women in the Peace Corps to go to Ecuador.

Her Ecuador experience gave Rangel a sensitivity for students' culture and language. At KDES, she works with children of Hispanic heritage. Rangel hopes to be a role model, familiarizing them with their heritage, and increase the cultural awareness of KDES staff, faculty, and non-Hispanic students.

Before coming to MSSD, Ortega, who also is a Mexican American, worked with deaf Hispanic students in New Mexico, teaching English as a second language. Ortega also worked with hearing and hard of hearing Indian students learning English as a second language.

At MSSD, there are approximately 30 students from Puerto Rico, Colombia, Venezuela, Ecuador, and Peru. Ortega will provide services, facilitate communications, and improve relations with parents of these students. He also will monitor the students' academic and social progress. Ortega is considering activities to get Hispanic students more involved at MSSD, as a step toward instilling pride and self-esteem.

Ortega said he hopes to accomplish this goal by giving Hispanic students Hispanic tutors and mentors who will become role models for them. Because MSSD has a small Hispanic faculty and staff, Ortega may ask the University community for volunteers.

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Clinton intends to reappoint Jordan

President Bill Clinton has announced his intention to re-appoint Gallaudet President I. King Jordan as Vice Chair of the President's Committee on Employment of People with Disabilities, according to a Sept. 27 news release from the White House Office of Media Affairs. Jordan was first appointed to the post in 1990 by President George Bush.

The Committee on Employment of People with Disabilities was established in 1947 under President Harry Truman to facilitate employment opportunities for disabled veterans of World War II. Its purpose has since expanded to develop maximum employment opportunities for people who are physically disabled, mentally retarded, or mentally ill.

Bookstore sale on

The Gallaudet University Bookstore is offering 40 percent discounts on all imprinted apparel for men and women. (Children's and youth apparel are not included in this promotion.) Also, all jackets are on sale at 30 percent off. Both sales end Oct. 6. In addition, the Bookstore has opened a cash-only express checkout lane for customers with five items or less. The express line is open weekdays, 11 a.m.-2 p.m., and on Saturday, Oct. 15, noon-4 p.m., and Saturday, Oct. 29 (Homecoming), 10 a.m.-5 p.m.

Faculty Senate vote favors policy

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its programs in 1992, was relied upon as a model for Gallaudet's policy.

"We think the policy addresses many of the concerns that faculty and administrators have concerning the VIP review process," Krest said after the meeting.

The policy outlines how affected faculty may transfer to a comparable position in another program or unit, qualify for retraining, or separate from the University, and contains timelines for these actions, including when a faculty member may appeal displacement or reassignment decisions.

The University's commitment to tenured faculty is stressed throughout the policy. The policy states that regular status tenured faculty have highest priority for retention with their departments, and tenured faculty who are reassigned will retain rank, pay, and time in service.

Severance packages for tenured faculty who do not elect to be placed in another program, and severance and other services, such as provisions for continued health insurance, for full-time, nontenured faculty are outlined.

In an unrelated matter, the senate, at its Sept. 19 meeting, recommended passage of a resolution awarding professor emeritus status to Dr. Martin Minter, a professor in the Physical Education and Recreation Department, who died May 12. In order to be accepted, the resolution must be passed by the Honorary Degree Committee and the Board of Trustees.

Restructuring done at Pre-College

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tional environment during and after school. These students receive counseling, and they are required to keep up with course work. Wilton McMillan provides ALC instruction during the day, and Mark Tao provides evening supervision.

"I am particularly proud of the way the Pre-College Management Team worked together to accomplish the goals we established last spring," said Jordan. "I am also grateful to the University personnel who contributed their time and energy to our efforts. Equally important, I have asked that they address multicultural issues and find ways to contribute to unity and understanding."

According to Jordan, the Pre-College Management Team is developing strategies to address how Pre-College can link classroom instruction and other activities to the national mission. Currently, a national mission plan that will be reviewed by the Board of Trustees at its February 1995 meeting is under development. Said Jordan, "I am excited about the changes that are occurring and will continue to occur at MSSD and KDES."

MSSD community notes anniversary

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Oct. 7

- Registration—9 a.m.-5 p.m.
- Opening Ceremony—9 a.m.-5 p.m. Elstad Auditorium
- Museum Opening—10:30 a.m.-noon, Learning Resource Center
- PEP Museum and Get-together—10:30-11:30 a.m., Room 129, with showing of pictures and videotapes
- Old Timers Luncheon—11:30 a.m.-1:30 p.m., Gallaudet Cafeteria Red Room, buffet lunch for retired and former MSSD administrators, faculty, staff, alumni, and guests
- PEP Alumni Luncheon—11:30 a.m.-1 p.m., Gallaudet cafeteria
- Theatrical Performance—1-3 p.m., MSSD Auditorium, "Theatre Malz," followed by a tribute to Eric Malzkuhn
- Volleyball Game—2:15-4 p.m., vs. Kentucky School for the Deaf, MSSD gym
- Homecoming Parade—4-5:30 p.m.
- All-American Cookout—5:30-7 p.m., top level of MSSD parking lot (in case of rain, second level of garage)
- Homecoming Football Game—3:30-10 p.m., vs. Kentucky School for the Deaf, and naming of Homecoming King and Queen
- Post-game Party—MSSD gym

Oct. 8

- Registration—9 a.m.-noon, MSSD Lobby
- Alumni General Meeting and Raffle—9:30 a.m.-noon, MSSD auditorium
- Gallaudet Visitors Center—1:30-3:30 p.m., participants are invited to visit center and Deaf President Now exhibit
- Tours—2-4 p.m., guided tours of MSSD, KDES, Gallaudet
- Banquet and Awards—6:30 p.m-1 a.m., New Carrollton, Md., Ramada

Classified Ads

Classified ads are printed for Gallaudet faculty and staff. Written ads must be submitted in person or by mail to *On the Green*, MSSD, Room G-37. Off-campus phone numbers must include an area code and whether the number is voice or TTY. In compliance with the Education of the Deaf Act of 1992, as amended, payment of $1 per ad per printing must accompany each ad. The deadline for submitting ads is Friday, 10 days before the desired publication. Ads received Oct. 3-Oct. 7 will be printed Oct. 17.

FOR SALE: IBM Proprinter, good condition, $50. E-mail 11DSKJEVELAN.

FOR SALE: '83 Chevrolet Caprice Classic, all power options, $1,650. E-mail YCYU or call x6621 (TTY) or x5543 (V).

FOR SALE: 1-BR condo in New Carrollton, Md., near Metro, shopping, library, $46,500. Call (301) 577-8974 (TTY).

FOR SALE: 1-BR condo w/pantry, walk-in closet, W/D, scenic, safe, near Grosvenor and White Flint Metros, $66,000. Call Vivian, (301) 770-1562 (V) eves.

FOR SALE: Bunk bed set w/ladder, mattress not incl., $100; 2 20-in. bicycles, girl's and boy's $15 each; dresser w/mirror, $25. E-mail RLLANGFORD.

FOR RENT: 1-BR corner basement apt. in Capitol Hill townhouse, W/D, A/C, walk-in closet, storage, separate entrance, $475/mo. plus util. Call (202) 233-7766 (V) days or (202) 543-8070 (V) eves.

FOR RENT: House in Cheverly, Md., near Metro, 3 acres, garage, 5 BRs, basement, greenhouse room, W/D, fireplace, porch and deck, $1,295/mo. Call (301) 937-8660.

FOR RENT: 2-BR apt. less than 1 block from Kendall Green. Call (301) 773-1710 (V/TTY) or (301) 322-7372 (V).

FOR RENT: 1 and 2-BR apts. and 1-BR accessible apts. in Washington, D.C., W/D, near Metro bus/shopping, rent incl. util. plus AC. Call Deaf REACH housing specialist, (202) 832-6681 (V/TTY) or Southview Apts., (202) 889-6660.

FOR RENT: Furnished room in house, $300/mo., plus ⅓ util. Call John Scott, (202) 208-1207 days or (202) 832-499

WANTED: Housekeeper/cook/assistant for young disabled woman; driver's license required; positive attitude, sign language a plus; 8 a.m.-noon and/or 4-8 p.m. and some weekends. Call (202) 526-8806 (TTY) or (202) 554-2188 (V).

WANTED: Personal assistant to help disabled Gallaudet student with physical therapy program, 2-3 times a week; sign language preferred; hours/salary nego. Call (202) 526-8806 (TTY) or (202) 554-2188 (V).

WANTED: ASL tutor for motivated hearing adult. Call Lori Milstein (202) 537-6312 (V) days or (202) 337-0855 (V) eves.